



DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
4800 MARK CENTER DRIVE
ALEXANDRIA, VA 22304-1100

FEB 15 2018

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: 2018 Department of Defense Cyber Excepted Service Pay Rates

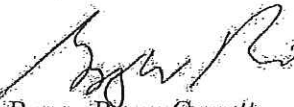
References: (a) Section 1599f of Title 10, United States Code
(b) DoD Instruction 1400.25, Volume 3006, "DoD Civilian Personnel Management System: Cyber Excepted Service (CES) Compensation Administration," August 15, 2017

In accordance with the personnel authorities established in references (a) and (b), the attached 2018 pay rates for the Department of Defense (DoD) Cyber Excepted Service (CES) Personnel System have been established and are effective on the first day of the first full pay period in January 2018.

As stated in reference (b), CES grade rate ranges will be adjusted automatically, consistent with the General Schedule (GS) grade rate ranges to ensure consistency among the DoD's cyber competitive service GS and CES workforce segments, when GS rates are adjusted based on an Executive Order or by an act of Congress. The attached CES rate grade ranges reflect the calendar year (CY) 2018 rates authorized by the President, and the CES Local Market Supplement rates correspond to the CY 2018 rates for Federal locality pay areas.

In the absence of established Targeted Local Market Supplements (TLMS) for the CES, the usage of the CY 2018 Special Rate Tables established by the Office of Personnel Management may continue, as appropriate, for CES positions in accordance with section 3.4 of reference (b). When GS locality pay rates are adjusted based on an Executive Order or by an act of Congress, TLMS rates directly linked to a specific CES local market area corresponding to a GS locality pay area will be adjusted automatically by the same percentage as the GS locality rates in accordance with section 3.4.g of reference (b).

Should you have any questions, my point of contact for this matter is Dr. Janese Jackson, Director, CES, Defense Civilian Personnel Advisory Service, whom you may reach at (703) 697-5627 or by email at janese.m.jackson.civ@mail.mil.


Ronna Rowe Garrett
Director

Attachment:
As stated

cc:
Office of the DoD CIO
DASD(CPP)
USD(I), Director of HCMO

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**Department of Defense
Cyber Excepted Service (CES) Personnel System
GG Grade Ranges for 2018**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	*Extended Range		WGI
											Step 11	Step 12	
GG 01	\$18,785	\$19,414	\$20,039	\$20,660	\$21,285	\$21,650	\$22,267	\$22,891	\$22,915	\$23,502	\$24,089	\$24,676	Varies
GG 02	\$21,121	\$21,624	\$22,323	\$22,915	\$23,175	\$23,857	\$24,539	\$25,221	\$25,903	\$26,585	\$27,267	\$27,949	Varies
GG 03	\$23,045	\$23,813	\$24,581	\$25,349	\$26,117	\$26,885	\$27,653	\$28,421	\$29,189	\$29,957	\$30,725	\$31,493	\$768
GG 04	\$25,871	\$26,733	\$27,595	\$28,457	\$29,319	\$30,181	\$31,043	\$31,905	\$32,767	\$33,629	\$34,491	\$35,353	\$862
GG 05	\$28,945	\$29,910	\$30,875	\$31,840	\$32,805	\$33,770	\$34,735	\$35,700	\$36,665	\$37,630	\$38,595	\$39,560	\$965
GG 06	\$32,264	\$33,339	\$34,414	\$35,489	\$36,564	\$37,639	\$38,714	\$39,789	\$40,864	\$41,939	\$43,014	\$44,089	\$1,075
GG 07	\$35,854	\$37,049	\$38,244	\$39,439	\$40,634	\$41,829	\$43,024	\$44,219	\$45,414	\$46,609	\$47,804	\$48,999	\$1,195
GG 08	\$39,707	\$41,031	\$42,355	\$43,679	\$45,003	\$46,327	\$47,651	\$48,975	\$50,299	\$51,623	\$52,947	\$54,271	\$1,324
GG 09	\$43,857	\$45,319	\$46,781	\$48,243	\$49,705	\$51,167	\$52,629	\$54,091	\$55,553	\$57,015	\$58,477	\$59,939	\$1,462
GG 10	\$48,297	\$49,907	\$51,517	\$53,127	\$54,737	\$56,347	\$57,957	\$59,567	\$61,177	\$62,787	\$64,397	\$66,007	\$1,610
GG 11	\$53,062	\$54,831	\$56,600	\$58,369	\$60,138	\$61,907	\$63,676	\$65,445	\$67,214	\$68,983	\$70,752	\$72,521	\$1,769
GG 12	\$63,600	\$65,720	\$67,840	\$69,960	\$72,080	\$74,200	\$76,320	\$78,440	\$80,560	\$82,680	\$84,800	\$86,920	\$2,120
GG 13	\$75,628	\$78,149	\$80,670	\$83,191	\$85,712	\$88,233	\$90,754	\$93,275	\$95,796	\$98,317	\$100,838	\$103,359	\$2,521
GG 14	\$89,370	\$92,349	\$95,328	\$98,307	\$101,286	\$104,265	\$107,244	\$110,223	\$113,202	\$116,181	\$119,160	\$122,139	\$2,979
GG 15	\$105,123	\$108,627	\$112,131	\$115,635	\$119,139	\$122,643	\$126,147	\$129,651	\$133,155	\$136,659	\$140,163	\$143,667	\$3,504

AUTHORITY: CES grade rate ranges are authorized in accordance with DoDI 1400.25, Volume 3006, "DoD Civilian Personnel Management System: Cyber Excepted Service (CES) Compensation Administration," August 15, 2017.

*The extended range is available to employees through appointments, promotions, and awards recognition as set forth in DoDI 1400.25, Volume 3006 . The extended range is not accessible through longevity-based-within-grade-increases.

Effective Date: January 31, 2018

**Department of Defense
Cyber Excepted Service (CES) Personnel System**

Local Market Supplement (LMS) Rates for 2018

Area	Local Market Supplement (LMS) Rate
Alaska	28.02%
Albany-Schenectady, NY	16.50%
Albuquerque-Santa Fe-Las Vegas, NM	15.76%
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	21.16%
Austin-Round Rock, TX	16.71%
Boston-Worcester-Providence, MA-RI-NH-CT-ME	27.48%
Buffalo-Cheektowaga, NY	19.18%
Charlotte-Concord, NC-SC	16.21%
Chicago-Naperville, IL-IN-WI	27.47%
Cincinnati-Wilmington-Maysville, OH-KY-IN	19.87%
Cleveland-Akron-Canton, OH	20.08%
Colorado Springs, CO	16.59%
Columbus-Marion-Zanesville, OH	18.97%
Dallas-Fort Worth, TX-OK	23.40%
Davenport-Moline, IA-IL	16.08%
Dayton-Springfield-Sidney, OH	18.11%
Denver-Aurora, CO	25.47%
Detroit-Warren-Ann Arbor, MI	26.25%
Harrisburg-Lebanon, PA	16.15%
Hartford-West Hartford, CT-MA	28.21%
Hawaii	18.43%
Houston-The Woodlands, TX	31.74%
Huntsville-Decatur-Albertville, AL	18.49%
Indianapolis-Carmel-Muncie, IN	16.23%
Kansas City-Overland Park-Kansas City, MO-KS	16.10%
Laredo, TX	17.40%
Las Vegas-Henderson, NV-AZ	16.49%
Los Angeles-Long Beach, CA	30.57%
Miami-Fort Lauderdale-Port St. Lucie, FL	22.64%

(Continuation)	
Local Market Supplement (LMS) Rates for 2018	
Milwaukee-Racine-Waukesha, WI	20.14%
Minneapolis-St. Paul, MN-WI	23.37%
New York-Newark, NY-NJ-CT-PA	32.13%
Palm Bay-Melbourne-Titusville, FL	15.93%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	24.59%
Phoenix-Mesa-Scottsdale, AZ	19.09%
Pittsburgh-New Castle-Weirton, PA-OH-WV	18.35%
Portland-Vancouver-Salem, OR-WA	22.53%
Raleigh-Durham-Chapel Hill, NC	19.52%
Richmond, VA	18.79%
Sacramento-Roseville, CA-NV	24.86%
San Diego-Carlsbad, CA	27.88%
San Jose-San Francisco-Oakland, CA	39.28%
Seattle-Tacoma, WA	25.11%
St. Louis-St. Charles-Farmington, MO-IL	16.47%
Tucson-Nogales, AZ	16.17%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	28.22%
Rest of U.S.	15.37%

AUTHORITY: CES local market supplement rates are authorized in accordance with DoDI 1400.25-V3006, "DoD Civilian Personnel Management System: Cyber Excepted Service (CES) Compensation Administration," August 15, 2017.

CES adjusted basic pay (Base Pay + LMS or Special Rate or TLMS) may not exceed \$164,200.

Effective Date: January 31, 2018